

Pacific Air Forces

Integrity - Service - Excellence

Civilian Call



Colonel Robert Evans
Commander
673 ABW



Agenda Speakers



- ***673 ABW Commander***
 - ***Col Evans***

- ***AFGE Local 1101 President***
 - ***Dave Owens***

- ***Chief, Civilian Personnel***
 - ***Angie Horn***



673 ABW Commander



- ***Workforce Shaping***
- ***Resource Management Directive (RMD) 703***
- ***Hiring Controls / Freeze***



“The defense budget, however large it may be, is not the cause of this country’s fiscal woes. However, as matter of simple arithmetic and political reality, the Department of Defense must be at least part of the solution”

Former Secretary of Defense Gates



Force Shaping The Big Picture



- ***DoD-directed Efficiency Review Aug 10***
 - ***Driven by rising US deficit, increasing personnel, resource costs***
- ***Resource Management Directive (RMD) 703 issued Mar 11***
 - ***Air Force plan for determining manpower savings***
- ***AF end-strength capped at FY10 level***
- ***AF directed review of all current programs***
 - ***Objective: Identify areas to reduce, restructure***
 - ***Core Area Targeted – Global Base Support***



RMD 703 Decisions



- ***100% HHQ-driven review***
- ***Expected release to bases Nov 2011***
- ***Hiring slowed or frozen***
- ***Surveying employee for VSIP interest***



Hiring Controls/Freeze



- ***Hiring Controls / Freeze: Two-fold Objective***
 - ***Save \$\$ by reducing number of civilian employees through attrition***
 - ***Helps AF meet 2012 budgetary goals***
 - ***Create vacancies in effort to avoid Reduction-In-Force***
 - ***Helps retain valued employees / care for Airmen and Families***
- ***Current Status: 90-Day Hiring Freeze***
 - ***Few Exceptions Include: OCO-funded; Child Development Centers, Defense Health System (direct patient care)***
- ***Installation Vacancies***
 - ***Number increasing but not enough***



AFGE 1101 Perspective



- ***Agency downsizing manpower***
 - ***Across the board cuts***
- ***Agency budget cuts projected FY13***
 - ***10% below current appropriation level***
- ***Additional deficit reduction cuts being considered***
 - ***Congressional Committee***
 - ***Government workers pay and benefits***



Voluntary Separation Incentive Pay (VSIP)



- ***Buyout authority to encourage voluntary separation***
 - ***Must avoid involuntary separation***
 - ***Maximum amount of offer is \$25,000***
 - ***Could be less depending upon severance pay calculation***
- ***CPS determines which employees receive offers***
 - ***Must document involuntary separation avoided***
- ***Order of offers when applications exceed offer quota:***
 - ***1) optional retirement eligible; 2) early retirement eligible; 3) resignation***
 - ***Within each category, SCD-Leave is used to determine which applications will be accepted***



VSIP (Cont'd)



- ***Employees in abolished positions not guaranteed buyout***
- ***Not all employees who apply for VSIP will receive an offer***
- ***Three options for payment of the buyout***
 - ***Lump sum payment***
 - ***Bi-weekly payments in equal amounts***
 - ***One half of buyout six months following separation and the remaining six months later***



Voluntary Early Retirement Authority (VERA)



- ***Authority to temporarily lower age and service requirement***
- ***Eligibility***
 - *50 years old - 20 years of creditable service*
 - *Any age - 25 years of creditable service*
- ***May be used in conjunction with VSIP***
 - *Employee may opt for no VSIP due reemployment restriction*
- ***Federal Employees Retirement System (FERS)***
 - *No penalty*
- ***Civilian Service Retirement System (CSRS)***
 - *Annuity reduced by 2% for each year under 55*



VERA/VSIP



- ***Survey***
 - ***Initial workforce notification 29 Aug 11***
 - ***Notification of changes 9 Sep 11***
 - ***Turn in and retire by dates changed***
 - ***No need to resubmit***
 - ***Don't submit unless serious***
 - ***Affects effectiveness of VERA/VSIP as avoidance tool***
 - ***Co-workers/quotas affected***



VERA/VSIP Timeline



- ***15 Oct 11 – Identify tentatively approved VERA/VSIP recipients***
- ***28 Oct 11 – Offers to tentatively approved employees***
 - ***Offer not final until retirement eligibility confirmed***
 - ***Cannot occur until AF notifies Congress***
- ***4 Nov 11 – Submit retirement application to BEST & CPS sends VERA/VSIP actions to AFPC***
- ***Mid-Dec 11 – AFPC BEST notifies CPS of employee retirement eligibility***
- ***31 Dec 11 – VERA/VSIP voluntary separations effective***



Employee Actions What can you do?



- ***Review Electronic Official Personnel Folder (eOPF)***
 - ***AFPC Secure***
 - ***Via AF Portal***
 - ***Resume up to date?***
 - ***Veterans' preference correct?***
 - ***Veterans' preference for appointment***
 - ***Veterans' preference for RIF***
 - ***Service Computation Date (SCD) correct?***
- ***All updates should be made ASAP***



RIF Avoidance

- ***Tools to minimize impact- RIF avoidance***
 - ***Use of vacancies***
 - *Cut vacant instead of filled positions*
 - *Freeze (stockpile) vacancies*
 - *Vacancy clearing house*
 - ***VERA/VSIP***
 - ***Filling stockpiled jobs on a temporary basis***
 - ***Management reassignments***
- ***RIF procedures implemented only after all other avenues explored***



REFERENCES

- www.jber.af.mil
- www.facebook.com/JBERAK
- <https://elmendorf.eim.pacaf.af.mil/3WG/673MSG/3%20FSS/FSM/FSMC/default.aspx>

673d Air Base Wing

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Questions?



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